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ABSTRACT

This report contains State-by-State statutory summaries on three types of leaves of absence relating to teachers -- sick leave, maternity leave, and sabbatical leave. Only State laws that have specific reference to one of these three types of leaves of absence are included. Not included are those statutes granting boards of education the general authority to grant leaves of absence to teachers. (Author/JF)

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School Law Summaries
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LEAVES OF ABSENCE

December 1968

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General Information*

Contents

This compilation is a state-by-state summary of statutory provisions of the following three types of leaves of absence relating to teachers:

Part I. Sick Leave
Part II. Maternity Leave
Part III. Sabbatical Leave

Only those state laws that have specific reference to leaves of absence of this nature are included. In a number of states, general statutory authority given to local school boards to grant leaves of absence to teachers provide the legal basis for adopting leave policies for a variety of reasons, including the three types of leave aforementioned. These general provisions, however, are not summarized here.

For a quick reference as to which states have specific provisions for sick, maternity, and sabbatical leave, see page 2. Information on the amount of paid sick leave available to teachers in each state that has passed legislation of this kind is shown in Table 1.

This information includes all changes through the 1967 legislation year.

Reporting and Revision Scheme

This compilation is another section of the school law series conceived as a continuing legislative reporting service of the NEA Research Division, aimed to provide up-to-date information on certain types of school legislation in each state.

To maintain the state leaves of absence summaries on a current basis, biennial revisions are made, unless changes in the laws warrant more frequent updating. Since the material presented does not justify separate page treatment for each state, the entire section on leaves of absence will be replaced at one time.

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*This explanatory material should be kept at the front of the section reporting on state leaves of absence provisions.

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STATES WITH STATUTORY PROVISIONS

Sick Leave	Maternity Leave	Sabbatical Leave
Alabama	California	Alaska
Alaska[a/]	Delaware	Arizona
Arizona	District of Columbia	California
California	Kentucky	Delaware
Connecticut	Louisiana	District of Columbia
Delaware	Tennessee	Florida
District of Columbia		Hawaii
Florida		Illinois
Georgia		Indiana
Hawaii[a/]		Kentucky
Idaho		Louisiana
Illinois		Maine
Indiana		Massachusetts
Iowa		Michigan
Kentucky		Minnesota
Louisiana		Mississippi
Maine		Nebraska
Maryland[a/]		Ohio
Massachusetts		Pennsylvania
Michigan		Tennessee
Minnesota		Washington
Mississippi		
Nebraska		
Nevada		
New Jersey		
New York		
North Carolina		
North Dakota		
Ohio		
Oklahoma		
Oregon		
Pennsylvania		
Tennessee		
Vermont		
Virginia[a/]		
Washington		
West Virginia		
Wisconsin		

a/ By state board regulation.

TABLE 1.--STATE SICK-LEAVE PROVISIONS

State	Mandatory at full pay		Local boards authorized to regulate	Local boards authorized to exceed mandatory paid leave at full or part pay
	Days a year	Maximum accrual in days		
1	2	3	4	5
Alabama	...	...	Up to 45 days a year at discretion of local board	...
Alaska	12 a/ b/	Unlimited a/ b/	...	...
California	10 c/	Indefinitely	...	X c/
Connecticut	15	At least 120	...	X
Delaware	10	120	...	...
District of Columbia	10 d/	Indefinitely	...	...
Florida	10	120	...	...
Georgia	1-1/4 for each completed school month	Not cumulative	...	...
Hawaii	18 a/	Unlimited a/	...	...
Idaho	8	90	...	X
Illinois	10	60	...	X
Indiana	10 in first year, 7 a year thereafter	90	...	...
Iowa	10; increases 1 day each consecutive year of employment to 15	At least 90	...	X
Kentucky	10	20	...	X
Louisiana	10	25 in any 3-year period e/	...	X
Maine	10	90	...	...
Maryland	10 a/ f/	...	...	X
Mississippi	...	...	At discretion of local board	...
Nevada	...	...	At discretion of local board with certain limits g/	...
New Jersey	At least 10	Indefinitely	...	X h/
New York	At least 10 i/	At least 150 i/	...	...
North Carolina	1/	...	...	...
North Dakota	At least 10	At least 30	...	...
Ohio	1-1/4 work days for each completed month of service	90	...	X
Oklahoma	10	60	...	X
Oregon	At least 10	100	...	X
Pennsylvania	10	Indefinitely	...	X
Tennessee	1 for each month taught	Indefinitely	...	...
Vermont	10	20	...	...
Virginia	A maximum of 10 a/ k/	90 a/ k/	...	...
Washington	10	180	...	X
West Virginia	1-1/2 days per month	60	...	...
Wisconsin	At least 5 l/	At least 30 l/	...	...

a/ By state board regulation.

b/ Additional leave at part pay is allowed provided the teacher returns to school within 20 days after accumulated leave is exhausted.

c/ After first 10 days' leave, loss of pay shall not exceed substitute's pay for up to five months' absence, but local boards may provide 50% or more in regular pay. For absence beyond five months, pay is in the discretion of the local board, subject to the rules and regulations of the state board.

d/ An additional one day a year may be granted for service before July 1, 1949.

e/ After five years in service the teacher will be allowed to accumulate an additional 20 days.

f/ Does not apply to Baltimore City which sets its own leave policy.

g/ Up to a maximum of 15 days in one school year, and 15 days for each year thereafter to a total of 75 days for five school years.

h/ Increase in total accumulation per school year may not exceed 15 days.

i/ Applies to all school districts except New York City. New York City teachers who are members of the New York City Teachers' Retirement System are entitled to at least 10 days a year, cumulative to a maximum of 200 days.

j/ State board authorized in its discretion to grant up to five days' leave per school term with pay.

k/ Applies to local boards which elect to share in the state funds appropriated for a state teachers' sick-leave plan.

l/ State aid shall not be paid to any districts, except first-class districts, for any year in which teachers' contracts do not so provide.

Part I. State Sick-Leave Provisions

ALABAMA Sick pay up to 45 days in any one school year is in the discretion of the school board; for unavoidable cause other than sickness, up to 1 week a year with pay may be provided. (Attorney general opinion includes illness or death in immediate family in category of unavoidable causes.)

School boards may grant a leave of absence for a period of one year for good cause to a teacher on continuing service status, without impairment of such status; for valid reason, leave may be extended for an additional year.

(Code of Alabama (Recompiled 1958). Secs. 52-136, 52-197, 52-361(3))

ALASKA Twelve days' sick leave a year accrued at the rate of 1-1/3 days a month, with pay, is provided, cumulative without limit. Cumulative sick leave is transferable from school to school if the teacher's service is continuous. Accumulated leave cannot be used at the beginning of the school year unless the teacher has begun his teaching contract, except in unusual circumstances.

Three days' sick leave may be used for death in the immediate family, or up to five days if the circumstances require travel outside Alaska.

Sick leave in excess of the number of days to which the teacher is entitled shall be paid for by the difference between the salary of the teacher and the cost of a substitute, provided the teacher returns within 20 teaching days after the last day of accumulated leave has been used. Deductions from pay on account of illness in excess of the number of days already earned shall be refunded at the end of the school year in accordance with the leave time that has accrued by the end of the year. A physician's certificate is required for absence of more than three days, but this requirement may be waived if in the judgment of the school superintendent it seems expedient and just to do so.

(State Board of Education Regulation 16, Sec. 68)

ARIZONA At request of a teacher suffering from tuberculosis, a leave of absence may be granted; a leave of absence for this reason must be granted to a continuing teacher if requested.

School boards may authorize leaves of absence up to a maximum of one year when they deem the leaves to be reasonable and for good cause, and not detrimental to the education in the district. All tenure, retirement, accrued leave with pay, salary increments, and other benefits are preserved if leave is granted.

(Arizona Revised Statutes Annotated. Secs. 15-206 and 15-444.02)

CALIFORNIA Sick leave: Ten days' sick leave a year with pay is mandatory, but more may be granted in the discretion of the board. The 10 days need not be accrued before they are taken. Unused leave may be accumulated indefinitely. After the first 10 days' leave, loss of pay shall not exceed substitute's pay for absence up to a period of 5 months, but during this time, boards may provide 50 percent or more of regular salary. For absence longer than 5 months, pay is in the discretion of the school board, subject to rules and regulations of the state board of education.

Accumulated unused sick leave is transferable from one district to another in the state when a certificated employee who has served in a school district for a period of one or more years accepts employment in another district. Governing boards may not adopt any rule or policy requiring an employee to waive any part of or all unused leave on transfer into its district.

Personal emergency: Up to 6 sick days of leave in any school year may be used by a certificated employee in case of personal emergency including death of a member of his immediate family, an accident involving his person or property or the person or property of a member of his immediate family or appearance in court as a litigant or as a witness under an official order.

Bereavement: Certificated employees are entitled to 3 days' leave of absence with pay for death of member of immediate family, including mother-in-law and father-in-law; school boards may allow additional leave for this reason.

Industrial accident and illness leave: Governing school boards must provide not less than but may provide more than 60 days of leave in a fiscal year for each single industrial accident or illness suffered by a certificated employee. This leave is not cumulative. When the industrial accident or illness overlaps into the next fiscal year, the employee is entitled to only the amount of unused leave due him for the same illness or injury. The employee on such leave shall be entitled to be paid that portion of his salary which, when added to the amount received under workmen's compensation, results in the payment of not more than the employee's full salary. The leave is reduced by one day for each day of authorized absence regardless of a temporary disability indemnity award.

Upon termination of the industrial accident or illness leave, the employee is entitled to the regular sick leave benefits. If the employee continues to receive temporary disability benefits, he may elect to take as much of his accumulated sick leave, which, when added to the disability benefit, will result in the payment of not more than his full salary.

During any paid leave of absence, the employee must endorse to the school district his temporary disability indemnity checks, and the district in turn issues him salary warrants for the payment of salary from which there is deducted the normal retirement and other authorized contributions. The board may require a specified period of continuous service in the school district before the industrial accident and illness benefits are available, but this period shall not exceed three years.

(California Education Code. Secs. 13467 to 13470)

Sick Leave

CONNECTICUT — Fifteen days' sick leave a year with full pay is mandatory, but more may be granted in the discretion of the board. Unused leave shall be accumulated to at least 120 days.

(Connecticut General Statutes Annotated. Sec. 10-156)

DELAWARE — Ten days' sick leave a year with full pay is mandatory, cumulative to 120 days.

Up to five days' leave of absence with full pay is mandatory in the event of death in the immediate family; for death of a near relative, one day of paid leave of absence is provided on the day of the funeral. In the case of critical illness in immediate family, absence without loss of pay for 3 calendar days is allowed.

Three calendar days of absence without loss of pay, chargeable to sick leave is allowed for observance of recognized religious holidays.

(Delaware Code Annotated. Sec. 14-1318)

DISTRICT OF COLUMBIA — Sick leave with pay is mandatory at the rate of one day a month from September through June, inclusive, cumulative indefinitely under rules and regulations of the board of education. An additional one day a year of service prior to July 1, 1949, may be granted. In case of emergency, the superintendent may advance additional leave with pay, not to exceed 30 days.

Under rules and regulations of the board, a teacher may use three days of cumulative sick leave with pay in any school year for any purpose, upon giving timely notice of intended absence.

(District of Columbia Code (1961 edition). Secs. 31-691, 31-692, and 31-694)

FLORIDA — Ten days' sick leave a year with full pay is mandatory, cumulative to 120 days. At least half the accumulation must be within the same county. The board may require a physician's certificate. Sick leave may be taken for personal illness, or illness or death of member of immediate family.

County school boards may allow two days' leave a year for emergency leave and two days a year for religious holidays, chargeable to sick leave. Leave for emergency and religious holidays shall not be cumulative.

Teachers absent on account of personal injury or contagious illness contracted in line of duty are entitled to paid leave of absence up to 10 days a year, not chargeable to sick leave.

Terminal pay at retirement or death: County school boards may establish policies to provide terminal pay to a teacher at normal retirement or to his beneficiary

if he dies while in service. The terminal pay may not exceed the amount determined by the daily rate of the teacher at the time of retirement or death, multiplied by one-half the accumulated sick leave days to his credit.

(Florida Statutes Annotated. Secs. 231.40, 231.41)

GEORGIA Sick leave with full pay is provided at the rate of one and a fourth days for each completed school month of service, not cumulative beyond the year. Sick leave may be taken in the event of illness or death in teacher's immediate family.

(Code of Georgia Annotated. Sec. 32-1304)

HAWAII Eighteen days' sick leave at full pay is provided. Unused leave may be accumulated at full pay without limit. Additional sick leave with pay in excess of that to which the employee is entitled may be granted upon written approval of the state school superintendent. A physician's certificate is required for more than five days' absence.

A maximum of three days' leave with pay may be given on death or critical illness of member of immediate family, not chargeable against vacation or sick leave. A physician must certify to critical illness. One day of paid leave chargeable to sick leave may be allowed to attend the funeral of a relative.

Teachers may be granted a health leave of absence without pay for a period of one month to one year, and the time may be extended. A physician's certificate that such leave would be beneficial is required. Return to school is guaranteed only after at least one year of service.

(Regulations of State Department of Education)

IDAHO Eight days' sick leave per year with full pay is mandatory. Unused leave may be accumulated in same district to 90 days. School boards may establish sick leave in excess of the mandatory minimum provided. When districts are consolidated or divided, the teacher who continues in service in the consolidated or divided district receives credit for accumulated sick leave.

(Idaho Code. Secs. 33-1216--33-1218)

ILLINOIS Ten days' sick leave at full pay is mandatory, cumulative to 60 days. School boards have discretionary power to grant leave in excess of these allowances. Accumulated sick leave is not lost if the teacher is transferred by reason of a change in the boundaries of any school district or the creation of a new district. The board may require a physician's

certificate. Statutory definition of sick leave is personal illness, quarantine at home, or serious illness or death in immediate family or household.

(Smith-Hurd Illinois Statutes Annotated. The School Code of 1961. Sec. 122-24.6, 122-10-21.1)

INDIANA Ten days' sick leave with pay for the first year and seven days each year thereafter is mandatory, cumulative to 90 days. For not to exceed a year, leave may be granted on request of a teacher, or on the initiative of the board, for sickness or disability, subject to board rules and regulations. If leave is unrequested, the teacher has the right to a hearing by procedures in the tenure law prerequisite to dismissal.

In addition, the teacher is entitled to up to five days' leave with pay in the event of death in immediate family. At least two days a year is allowed for the conduct of personal business or civic affairs.

Transfer of accumulated sick leave on a gradual basis is allowed when the teacher transfers to another school district. Three days of unused leave is credited in the second year and in each succeeding year of employment in the new district until the number of days accumulated in the previous place of employment is exhausted.

(Burns Indiana Statutes Annotated. Secs. 28-4311, 28-4333)

IOWA A minimum of 10 days' sick leave with pay is mandatory, increasing one day for each year of consecutive employment in the same school district to a maximum of 15 days in the sixth and subsequent years. Unused leave is cumulative to at least 90 days. The board shall require reasonable evidence, as it may desire, confirming the necessity for leave. School boards have authority to grant more time than is allowed by the statute.

(Iowa Code Annotated. Sec. 279.40)

KENTUCKY Ten days' sick leave with pay is mandatory, but more may be granted in the discretion of the board. Unused leave is cumulative to 20 days; more may be accumulated in the discretion of the board. A physician's certificate is required. Each district board of education may adopt regulations by which a teacher may use up to three days of accumulated sick leave for personal reasons of an emergency or extraordinary nature.

At the request of the teacher, the board shall grant leave because of physical or mental disability for not to exceed two years and such leave may be renewed by the board on subsequent request. Sick leave for reason of illness or mental disability may be initiated by the board, but the teacher is entitled to a hearing. Upon recovery, the individual shall be entitled to the same contract status he held prior to such leave.

(Kentucky Revised Statutes. Sec. 161.155, 161.770)

LOUISIANA Ten days' leave with full pay as sick leave or in case of other emergencies is mandatory, but more may be granted in the discretion of the board. Unused leave may be accumulated to 25 days in any three-year period; in addition, any teacher who has been in the teaching service for at least five years shall be allowed to accumulate an additional 20 days of unused sick leave. At the board's option, unused leave may be accumulated without limitation; but cumulative sick leave shall be granted only when certified by a practicing physician. This additional sick leave may be granted without loss of salary, or with such reduction as the board may fix. School boards are prohibited from deducting more than the substitute's pay and cannot deduct any amount if a substitute is not employed.

The school board may pay any public-school employee on retirement, or in case of death, to his heirs, all unused sick leave, not to exceed 25 days, at rate of pay employee received at time of retirement or death; public-school teachers shall be paid up to 45 days of unused leave.

All teachers are eligible for sabbatical leave for certain purposes including rest or recuperation for 2 semesters after 12 or more consecutive semesters of service in same district, or for 1 semester after 6 or more consecutive semesters of service.

(West's Louisiana Revised Statutes Annotated. Secs. 17-1201, 17-1202, 17-425, 17-1171 to 1185)

MAINE Ten days' sick leave without loss of salary is mandatory, cumulative to 90 days.

(Maine Revised Statutes Annotated 1964. Title 20, sec. 1951)

MARYLAND By state board of education regulation, ten days' sick leave at full salary is mandatory for every regularly employed teacher in the counties. Satisfactory proof of illness is required. County school boards may grant additional leave at full or partial salary. Deduction for absence beyond the full-pay days allowed shall be determined by dividing the yearly salary by 300.

A teacher shall be allowed four calendar days of absence from school without loss of salary for death of a member of the immediate family or anyone who regularly lives in the household.

(State Board of Education By-law 632:2 and 632:3)

The Baltimore City Board of Education sets the sick leave policy for its teachers.

MASSACHUSETTS Teachers excluded from school on account of active tuberculosis shall be given sick leave pay for two years which may be extended by action of the board.

(Annotated Laws of Massachusetts. Ch. 71, sec. 55B)

MICHIGAN The only provision relating to a leave of absence is in the tenure law. It provides that upon request of a teacher, the board may grant leave not to exceed one year, subject to renewal in the discretion of the board. Unrequested leave because of physical or mental disability for not to exceed one year must be preceded by a hearing in accordance with tenure provisions. No leave shall terminate tenure status.

(Michigan Statutes Annotated. Sec. 15-2012)

MINNESOTA The tenure law provides that affliction with active tuberculosis or other communicable disease, mental illness, drug or alcoholic addiction or other serious incapacity shall be grounds for leave of absence while the teacher is suffering from such disability. During the leave of absence, the teacher shall be paid sick leave benefits up to the amount of his accumulated sick leave and thereafter at the discretion of the board.

(Minnesota Statutes Annotated. Sec. 125.12(7))

MISSISSIPPI Local boards have discretion to give reasonable sick leave, and are empowered to include in their budgets provisions for payment of substitute teachers because of absence of regular teachers owing to illness.

(Mississippi Code Annotated. Sec. 6328-28)

NEBRASKA The only provision referring to sick leave appears in the tenure law which applies to districts of the fourth and fifth class (Lincoln and Omaha). The school boards in these districts may, upon written request, grant leave to teachers with permanent status because of physical or mental disability or sickness, subject to rules they may adopt. Unrequested leaves for not more than one year for these reasons must be preceded by procedures as prescribed for cancellation of indefinite contracts.

(Revised Statutes of Nebraska 1943 (Reissue of 1958). Sec. 79-1262)

NEVADA Boards are authorized to pay for not more than 15 days' sick leave in any one school year for personal illness or accident, or serious illness, accident, or death in family, for not more than 30 days for two school years, for not more than 45 days for three school years, for not more than 60 days for four school years, and for not more than 75 days for five school years. Additional leave may be granted if specifically authorized by the vote of the board, upon written request of the teacher, for some special, substantial, and convincing reason, and under such peculiar circumstances as to make such compensation fair and reasonable to all affected thereby and not detrimental to such school, and unless also approved by the deputy superintendent of the educational supervision district.

(Nevada Revised Statutes. Sec. 391.180)

NEW JERSEY All persons employed steadily or under tenure law shall be entitled to a minimum of 10 school days' sick leave a year with full pay, cumulative indefinitely. The board may require a physician's certificate. Sick leave means absence from duty because of personal disability due to illness or injury, because of exclusion by the school district's medical authorities on account of a contagious disease, or because of quarantine for such disease in the home. When annual and accumulated sick leave is exhausted, the board may pay salary, less the substitute's pay, for such length of time as the board decides in individual cases. Boards may pay salary and grant sick leave over and above the leave provided except that no person shall be allowed to increase his total accumulation more than 15 days in any one year.

If the absence is due to injury caused by accident arising out of the course of employment, the board must pay full salary up to one year without charging the absence to sick leave.

A school board may grant an employee full or part credit for unused sick leave accumulated in another school district in the state. Once sick leave is granted, it is irrevocable. At termination of employment, if the employee so requests, the school board must give him a certificate showing the number of unused sick leave days to his credit. This certificate must be filed with the new employer within one year from the date of the new employment.

(New Jersey Statutes Annotated. Secs. 18A:30-2 to 18A:30-6)

NEW YORK School boards in all districts except in cities with population over one million shall allow each teacher sick leave without loss of pay of at least 10 working days a year for personal sickness or physical disability. Unused sick leave is cumulative up to a total of not less than 150 working days.

New York City board of education employees who are members of the New York City Teachers Retirement System shall be granted sick leave due to personal illness of at least 10 days a year cumulative to a maximum of 200 days. Employees of the board of higher education who are members of the New York Teachers Retirement System and members of the permanent instructional staff of the board of higher education who belong to any other retirement system, shall be granted 20 days' sick leave a year, cumulative to 160 days. Members employed by the board of education on application shall be granted retirement leave of absence with full pay consisting of one-half of accumulated sick leave up to a maximum of one school term or the equivalent number of school days. The same provision applies to members of the permanent instructional staff of any community college in New York City, except the maximum leave is one semester. Days when school is not in session shall not be counted, nor shall vacations.

Retirement leave shall be cancelled when a member applies for immediate retirement or reinstatement to active service. If a member applies for a sick leave during retirement leave of absence, he is entitled to his total accumulated unused sick leave minus the number of school days already taken as retirement leave, but such retirement leave may not exceed one school term, exclusive of sick leave.

(McKinney's Consolidated Laws of New York, Education Law. Secs. 3005-b and 3107)

NORTH CAROLINA The state board of education is authorized in its discretion to provide for not more than five days' sick leave per school term with pay for teachers and principals.

(General Statutes of North Carolina (1960 Replacement Volume. Sec. 115-11(13))

NORTH DAKOTA Employment contracts of teachers must provide for at least 10 days' sick leave with pay a year, cumulative to a minimum of 30 days.

(North Dakota Century Code Annotated. Sec. 15-47-35)

OHIO Sick leave provisions for Ohio teachers appear in several sections of Page's Ohio Revised Code Annotated.

(1) Secs. 3319.08, 3319.09, 3313.21 (codified under Schools).

Five days' leave a year without loss of salary for illness or otherwise is mandatory.

On written request of the teacher, a school board shall grant a leave of absence of not more than two consecutive school years for illness or other disability, and such leave may be renewed by the board on subsequent request. A similar leave and renewal may be granted for physical or mental disability without the teacher's request, but in that event, the teacher is entitled to a hearing. Upon return to service after expiration of the leave, the teacher is entitled to resume the contract status held prior to going on leave.

(2) Section 143.29 (codified under Civil Service, defined in the law to include employment in the service of the state, and the counties, cities, city health districts, and city school districts. The attorney general (OAG 1954, No. 3643) has ruled that public agency as used in this section includes all boards of education.)

This section entitles full-time employees of any board of education, and full-time employees in the service of the state, county and municipal service to sick leave at the rate of one and one-fourth work days with pay for each completed month of service. This leave is cumulative to 90 work days unless more than 90 days are approved by a responsible administrative officer of the employing unit. On separation from service and later re-employment, the employee's unused accumulated sick leave is restored. The employee is credited with the unused balance of sick leave upon transfer from one public agency to another. Part-time employees are granted sick leave for time actually worked at the same rate granted to full-time employees.

Sick leave may be used for absence due to illness, injury, exposure to contagious disease which is communicable to other employees, or to illness or death in the employee's immediate family. The employee may be required to furnish a satisfactory affidavit that his absence was due to any of these causes.

Note: Opinion of the attorney general (OAG 1950, No. 1605) states that sick leave rights should be determined in accordance with section 143.29 rather than section 3313.21 (providing for not less than 5 days of mandatory leave to full-time employees of boards of education). He also states that there is no conflict between section 143.29 and sections 3319.08 and 3319.09 (providing for not less than five days of mandatory leave to teachers) since these latter two sections establish the minimum for "time lost due to illness or otherwise." All three sections should be read together and each should be given full effect according to its terms.

Another opinion (OAG 1961, No. 2073) reads that a board of education of a city school district has discretion to approve more than 90 days' accumulated sick leave for all its employees.

OKLAHOMA A minimum of 10 days' sick leave per year with full pay is mandatory, cumulative to 60 days. Unused sick leave is not transferable to another school district. School boards may grant sick leave or emergency leave benefits beyond the statutory minimum. Proceeds received by a teacher from any insurance provided by the district for loss of compensable time may be charged against sick leave benefits.

(Oklahoma Statutes Annotated. Sec. 70-6-3)

OREGON All certificated employees shall be entitled to at least 10 days' sick leave at full pay. At the option of the board, leave in excess of five consecutive school days may be allowed only upon certificate of a physician. Unused leave shall be accumulated to 100 days; more may be accumulated in the discretion of the board. A teacher must be allowed 20 days' absence after accumulated sick leave has been used up before the contract can be terminated.

A district is required to permit a teacher to take at least 10 days of sick leave accumulated in the prior year in another district.

(Oregon Revised Statutes. Sec. 342.595, 342.640)

PENNSYLVANIA Ten days' sick leave with full pay is mandatory, but more may be granted in the discretion of the board. Unused leave is cumulative from year to year. There is no limit on the amount of leave that may be used in any one year. Up to 3 days' leave with pay is required to be given for death in immediate family, but more may be granted by the school board if the situation warrants. For death of a near relative, one day of leave with pay is provided for the day of the funeral.

Leave of absence for restoration of health is available under the sabbatical leave provisions.

(Purdon's Pennsylvania Statutes Annotated. Title 24, secs. 11-1154; 11-1166 to 1171)

TENNESSEE — The state board of education shall provide rules and regulations for sick leave. Regulations must allow for one day for each month taught, cumulative indefinitely. Initial allotment is five days' sick leave. If more is used, it is to be charged against future accumulation. The local board may require a physician's certificate. State funds pay partial salary for substitutes, but participation in the program is optional with districts. To participate, the districts must conform to the sick leave provisions.

Any teacher on "permanent" or "limited" tenure, may, on request, be granted a leave of absence without loss of tenure status for recuperation of health.

(Tennessee Code Annotated. Secs. 49.1314, 49.1406)

VERMONT — Ten days' sick leave with full pay is mandatory, cumulative to 20 days, so long as the teacher is employed in the same school district.

(Vermont Statutes Annotated. Sec. 16-1755)

VIRGINIA — State funds are appropriated for a state sick leave plan for teachers. These funds are expended under regulations of the state board of education. Participation in the state sick leave plan is optional with local school boards. To be eligible for these funds local school boards must comply with the state board regulations which provide that each full-time teacher shall be allowed a maximum of 10 days' sick leave each year in which he teaches under the state plan. If a teacher is employed less than a full year of full-time employment, the leave shall be at the rate of one day a month or a fraction thereof. Unused sick leave is cumulative to a maximum of 90 days. Accumulated sick leave is transferable from one school system to another if agreeable to the school board of the system to which the teacher transfers.

Paid leave is allowed for personal illness, including quarantine, or illness or death in the immediate family requiring the attendance of the employee for not more than three days in any one case.

Local school boards may adopt supplementary rules and regulations not in conflict with the state board regulations, and in their discretion, may require a doctor's certificate for absence due to illness.

(Regulations of the State Board of Education Governing the State Sick Leave Plan for Teachers. July 1, 1968)

WASHINGTON — Ten days' sick leave per year with full pay is mandatory, cumulative to 180 days. A grant of sick leave in excess of five consecutive days must be verified by a physician's certificate. School boards may grant leaves of absence with pay for illness and injury in excess of these limits; paid leave is allowable for bereavement.

Accumulated leave is transferable from one school district to another. Each district is required to contribute to a sick leave fund established in the office of the superintendent of public instruction according to a plan based on sick leave experience of the previous year. School districts are reimbursed out of this fund for all sick leave payments made.

A faculty member, instructor, teacher, or other certificated employee who leaves one public school, community college, or school district within the state for employment elsewhere within the state retains the same seniority, leave benefits, and other benefits he had in his previous position.

(Revised Code of Washington. Secs. 28.58.100 (15))

WEST VIRGINIA County boards must maintain an item in their budgets sufficient to pay sick leave for every full-time employee of the board of education. Full pay is authorized for 1-1/2 days per month or major fraction thereof, cumulative to 60 days and transferable within the state.

Sick leave benefits apply to time lost for personal illness or accident, death in the immediate family, or any other emergency cause that the board may authorize or approve.

(West Virginia Code of 1961, Annotated. Sec. 18-7-2a)

WISCONSIN State aid shall not be paid to any district, except first-class districts, for any year in which teachers' contracts do not provide for at least five days' sick leave with pay, cumulative to at least 30 days.

No state aid for vocational and adult education shall be granted for any year in which the teachers' and administrators' contracts do not provide for at least five days' sick leave, cumulative to 30 days, but no allowance is granted for evening school teachers employed at least 30 hours a week in day schools, or to persons employed less than 30 hours a week, unless employed for at least 10 hours a week, making up the other 20 hours in other school employment. When teachers are employed in such dual capacity, sick leave shall be paid proportionately by each employer according to the hours employed.

(West's Wisconsin Statutes Annotated. Secs. 40.71(7); 41.21(3))

Part II. State Maternity Leave Provisions

CALIFORNIA — School boards may provide leaves of absence to certificated employees during pregnancy or for convalescence following childbirth, with or without pay; pay provided may be in full or in part.

Board may adopt rules and regulations prescribing manner of proof of pregnancy, when leave of absence for pregnancy shall be taken, and for how long the leave shall continue following childbirth.

This section is not to be construed to deprive the employee of statutory sick leave rights for absence due to illness or injury following pregnancy.

(California Education Code. Sec. 13456)

DELAWARE — School boards are required to grant leave of absence for maternity reasons to fully certificated professional employees, under terms of state board rules. These rules shall provide that: (a) request for leave must be presented not later than the end of the third month of pregnancy; (b) effective date for beginning of leave shall not be later than end of fifth month of pregnancy; (c) duration of leave shall be until first birthday of child or opening of next regular school term after first birthday, but at the mother's request, with approval of the local board, the state board may allow the mother to return to work at an earlier date; (d) at end of the maternity leave, the employee is entitled to be assigned to the same or similar position she held before the leave started, and no assignment may be made so as to invalidate the employee's certification status, or to result in demotion in position or salary; (e) absence for maternity leave shall not be counted in determining experience, salary, or pension eligibility and computation time.

(Delaware Code Annotated. Sec. 14-1323)

DISTRICT OF COLUMBIA — Probationary and permanent teachers and attendance officers are entitled to use all leave to their credit when they are granted maternity leave by the board of education.

(District of Columbia Code (1961 edition). Sec. 31-693)

KENTUCKY — Upon written request of a teacher, the school board shall grant a leave of absence of not more than two consecutive years for maternity; such leave may be renewed by the board upon request of the teacher.

(Kentucky Revised Statutes. Sec. 161.770)

LOUISIANA All school boards must grant leaves of absence to regularly employed teachers for a reasonable time before and after childbirth. Such leave shall not affect the tenure rights of the teacher.

(West's Louisiana Statutes Annotated. Sec. 17:1211)

TENNESSEE The state teacher tenure law provides that any teacher on "permanent" or "limited" tenure may, on request, be granted a leave of absence for maternity without loss of tenure status. The law also states that any teacher who becomes pregnant may be required to take a leave of absence for such period of time as the board may direct. Absence due to pregnancy cannot be counted as part of the probationary period.

(Tennessee Code Annotated. Sec. 49-1406)

Part III. State Sabbatical Leave Provisions

ALASKA

A teacher (defined as any certificated member of the teaching, supervisory, or administrative corps in the public schools) who has rendered active service for seven or more years in the public school system in the state is entitled to sabbatical leave. This leave may be taken for educational purposes only, and for not more than one school year. A teacher on state-supported sabbatical leave is entitled to one-half of his base salary paid for by the state department of education. A teacher on sabbatical leave at local school district expense is entitled to an amount of salary as determined by the school district.

Any teacher wishing to take sabbatical leave shall apply therefor to the governing body of the school district, and shall submit information showing that he qualified for the leave and his plan for education while on it. The responsibility for selecting teachers rests with the governing body. Decision for selection shall be based on such factors as the benefit the school will derive from the teacher's education plan, his field of study, his contributions to education in Alaska, and his seniority.

After the leave, the teacher must report on his educational accomplishments to the governing body that approved the leave. If he does not serve at least one full year after his return, he must refund the salary paid him during the time he was on sabbatical leave, unless failure to so serve is due to sickness, injury, or death. Unless it is otherwise agreed, the teacher shall return to the position he occupied before he left. Sabbatical leave is not considered a break in service, and is regarded as being in full service. Payments to the retirement fund are required to be paid on the basis of full salary.

Not more than 1/2 of 1 percent of the total number of teachers from all borough and city school districts and the state operated school district may be on state-supported sabbatical leave in any one year. Any number of teachers may be on sabbatical leave at school district expense.

(Alaska Statutes. Title 14, secs. 14.20.280--14.20.350)

ARIZONA

A school board may grant a teacher a sabbatical leave only in order to continue his professional education. The leave may not exceed a period of one year and may be granted only once to a teacher who has been employed in the district for seven consecutive years immediately prior to the leave. The board may pay a teacher on sabbatical leave an amount not to exceed one-half of his salary, on condition that he shall return to the school district not later than one year after the commencement of the leave period for at least one school year; otherwise, the amount received during the leave is to be repaid to the school district, and if this is not done, the board shall direct the county attorney to institute suit against the teacher to collect the amount.

All rights of tenure, retirement, accrued leave with pay, salary increments, and other benefits provided by law shall be preserved and available to the teacher after the termination of the leave of absence.

(Arizona Revised Statutes Annotated. Secs. 15-444.02)

CALIFORNIA School boards may grant to any certificated employee a leave of absence not to exceed one year for the purpose of study or travel. The leave may be granted in two separate six-month periods or separate quarters to be started and completed within three years. To be eligible for such leave, the employee must have served seven consecutive years in the school district; no more than one such leave may be granted in each seven-year period. The school board may, subject to state board rules and regulations, prescribe the standards of service which entitle the employee to the leave of absence. Service under a nationally recognized fellowship or foundation approved by the state board, for a period of not more than one year, for research, teaching, or lecturing is not deemed a break in continuity of service in computing the seven consecutive years.

An employee granted a sabbatical leave may be required to perform such services as the school board, with the approval of the school superintendent, and the employee may agree in writing.

Amount of compensation to be paid to the employee during the leave may be agreed upon in writing, but the compensation shall not be less than the difference between the employee's salary and the amount paid the substitute. However, in lieu of the difference, the board may pay one-half or more of the employee's salary up to the full salary.

The governing body of any district which maintains a junior college may grant a leave of absence to any teaching employee in grades 13 and 14 after six consecutive years of service.

(California Education Code. Secs. 13457 to 13459)

DELAWARE School boards may grant sabbatical leave for not less than one-half of a school term or longer than one full school term to a properly certificated professional employee for purposes of professional improvement or for recovery of health after a long illness. To be eligible for leave, the employee must have been employed by the school board for at least five consecutive years, unless the board in its discretion shortens this period.

Requests for leave must be made to the school board in writing before April 1 for leave to start the opening of the next school term, and by November 1 for leave to begin at the second semester of the school term. The employee must agree in writing to return to the service of the leave-granting board for at least one year after the sabbatical leave is over.

During the sabbatical leave, the employee may not engage in full-time gainful employment except on written agreement with the school board. However, the employee is not precluded from receiving grants such as scholarships, gifts, fellowships, part-time employment, or other grants of aid, as are provided by colleges, universities, corporations, trusts, or other individuals to students or persons engaged in study or travel for purposes of professional improvement. The law does not provide for the payment of any salary to the employee on sabbatical leave.

At the end of the leave, the employee must present evidence of professional improvement in terms agreed upon previously. This may consist of college transcripts, degree earned, or written reports by the employee. Upon his return, the board must accept the employee into full-time employment, and assign him to the position he left or to a similar position. No assignment may be made so as to invalidate the employee's certification status or result in a demotion in position or salary.

A year of sabbatical leave shall be considered a year of experience for purposes of salary increments and pension eligibility and computation, except that no more than two years of leave shall be applied toward these purposes to any person. These credits are forfeited if the employee does not return to the service of the leave-granting board.

School boards may limit the number of employees who may be granted leave each year. Any school district having fewer than 20 professional employees, may grant leave to one eligible applicant each year.

(Delaware Code Annotated. Sec. 14-1325)

DISTRICT OF COLUMBIA — The board of education, on recommendation of the school superintendent, may grant sabbatical leave with part pay to teachers for up to one year for the purpose of professional improvement. Teachers must have served at least six continuous years in the District schools before applying for such leave. No more than 2 percent of the total number of employees to whom this provision applies may be on leave at the same time. The teacher must report to the superintendent on how the leave is being used. A teacher on sabbatical leave is entitled to receive one-half of the salary he would have earned had he been on active duty during the leave period, reduced by the required retirement contribution. While on sabbatical leave, the teacher is regarded as being in active service for purposes of salary increments and retirement.

(District of Columbia Code (1961 edition). Secs. 31-632--637)

FLORIDA — County school boards have authority to grant extended leave for a period not to exceed one year for the purpose of professional improvement to any member of the instructional staff who has satisfactorily served in the county schools for three or more years. Partial compensation may be authorized only to persons who served three or more years in the county.

(Florida Statutes Annotated. Sec. 231.39)

HAWAII The State Department of Education is authorized to grant sabbatical leaves of one year or six months to teachers and educational officers who have served seven years in the public schools of the state. In granting sabbatical leaves, the department shall consider (but is not limited to) the following: (a) the nature and length of professional educational course work, research and other professional activity approved by it, and (b) the applicant's seniority, provided this shall not be the dominant factor in granting the leave.

Return to position on expiration of the leave is to be guaranteed. Teachers on sabbatical leave shall be paid one-half of their regular salary.

While on sabbatical leave, the teacher must devote one-half of his total leave to professional educational work, or to research approved by the department of education. Before the leave is granted, the teacher must agree to return to service for at least two years within one year after the sabbatical leave is ended and must agree to refund all money received while on the leave if he does not return. If the teacher fails to comply with these provisions, his teaching certificate shall be cancelled.

(Revised Laws of Hawaii 1955. Secs. 38-20 to 38-22)

ILLINOIS Every school board may grant a sabbatical leave to a teacher, principal, or superintendent with tenure status, for at least four months but not to exceed one school term for resident study, research, travel, or other purpose designed to improve the school system. The plan for the activity during the sabbatical leave must be approved by the school board and cannot be modified without further approval.

To be eligible for the leave, the teacher must have satisfactorily served full time for at least six years. Leave may again be granted after satisfactory completion of a subsequent six-year period. The applicant for the leave must agree that if he does not return to service in his school district for at least a school year at the end of the sabbatical, he will refund all money received from the school board during the leave. While on sabbatical leave, the teacher shall receive his basic salary, less the amount payable for substitute service, but his pay shall not be less than the state mandated minimum salary or one-half of his basic salary, whichever is greater. The teacher cannot engage in any activity for which salary or compensation is paid while he is on sabbatical leave, unless the activity is directly related to the purpose for which the leave is granted, and is approved by the board. A sabbatical leave may be granted to allow the applicant to accept scholarships for study or research.

Except when justified by illness or incapacity, failure of the teacher to devote the entire sabbatical leave period for the purposes for which it was granted is a cause for removal from teaching service.

At the end of the leave and upon presenting evidence to the school board of compliance with the leave conditions, the teacher is entitled to be restored to a position equivalent to the one he formerly held. Tenure status is not affected by the sabbatical leave. Absence during such leave is not construed as a discontinuance of service for any purpose, including progression on the salary schedule. The board must pay the teacher's share of the retirement

contribution computed on his annual full-time salary rate earned immediately prior to the leave, or a proportionate part of such rate for a partial year of sabbatical leave credit.

These sabbatical leave provisions do not limit the power of the board to grant leaves for other purposes.

(Smith-Hurd Illinois Statutes Annotated. School Code of 1961, Ch. 122, secs. 10-21.1 and 24-6.1)

INDIANA — Upon written request of a permanent teacher, a school board may grant a leave of absence not to exceed one year, for study or professional improvement, subject to the board rules and regulations.

(Burns Indiana Statutes Annotated. Sec. 28-4311)

KENTUCKY — Upon written request of a teacher, the school board may grant a leave of absence of not more than two consecutive years for educational or professional purposes.

(Kentucky Revised Statutes. Sec. 161.770)

LOUISIANA — All teachers are eligible for sabbatical leave for professional or cultural improvement, or for rest or recuperation. The period of leave is two semesters after completion of 12 or more consecutive semesters of active service in the school district, or one semester, after six or more consecutive semesters of service. Sick leave under other statutory provisions, involuntary military service in the armed forces of the United States, or leaves of absence granted for voluntary military service are not considered a break in active service.

Applications for sabbatical leave must be sent to the school superintendent by registered mail within certain specified times. The applications must specify the purpose of the leave, the amount of time requested, and how the leave will be spent. Where the purpose of the leave is for rest or recuperation, certified statements of two physicians that such leave is prescribed on account of health must be furnished.

If all applications for sabbatical leave cannot be granted, preference is to be given to the teacher with the longest continuous service in the school system. At no time during the school year may the number of persons on sabbatical leave exceed 5 percent of the total number of teachers employed in the parish; in cases of sick leave, this limit may be exceeded.

Teachers granted sabbatical leave for professional or cultural improvement must earn a certain number of credit hours from accredited institutions of higher learning, or pursue an equivalent amount of time in independent study or research, or engage in planned travel. Written reports must be submitted on how the leave was spent. While on leave, teachers are entitled to regular increments, and service during sabbatical leave counts as active service for

retirement purposes. When the leave is ended, the teacher is entitled to return to the position held prior to the leave, unless he agreed otherwise. While on leave, the teacher is entitled to all the rights pertaining to his position as if he were in active service.

A teacher on sabbatical leave is entitled to salary at 50 percent of the minimum salary allowed a beginning teacher with a B.A. degree, but the teacher may elect to receive the difference between what his salary would be during the year and the amount a day-to-day substitute for his position would receive. If the school board has fixed the rate of pay for a day-to-day substitute, the amount to be deducted from the teacher's salary may not exceed this fixed rate, whether or not a sum different from the fixed rate was paid to the substitute replacing the teacher on leave. School boards may pay more salary to teachers on sabbatical leave than the statute prescribes.

(West's Louisiana Revised Statutes Annotated. Secs. 17-1171 to 1185)

MAINE A school board has discretionary authority, under conditions and regulations as it may adopt, to grant a regularly employed teacher a leave of absence for not more than one year, and for not more than one-half salary, for the purpose of study or travel for professional improvement. Such leave may be granted only after seven years of service.

(Maine Revised Statutes Annotated 1964. Title 20, sec. 473(9)

MASSACHUSETTS A school committee may grant a leave of absence to a teacher, principal, supervisor, director, school librarian, superintendent, or assistant superintendent for study or research for the purpose of increasing professional ability. The period of leave may not exceed one year. Leave may be at full or partial salary. The person granted leave must agree in writing to return to the service of the school system at the end of the leave for a period equal to twice the length of leave granted. If he defaults in completing such service, he must refund an amount equal to such proportion of salary he received while on leave as the amount of service not actually rendered as agreed bears to the whole amount of service agreed to be rendered.

A school committee may also grant a leave of absence to any teacher, principal, supervisor, or superintendent serving at discretion, for service to a professional education organization, as president, for one year at full or partial pay provided that such organization shall reimburse the school committee for any salary paid.

(Annotated Laws of Massachusetts. Ch. 71, sec. 41A)

MICHIGAN Any school board may grant a teacher who has been employed by it for at least seven consecutive years, and at the end of each additional seven consecutive years, a sabbatical leave with pay as provided by the board rules for professional improvement. The period of leave may not exceed two semesters at any one time. To be eligible, the teacher must hold a permanent or life certificate, or be engaged in teaching at a college maintained by the board.

Time spent on sabbatical leave shall be allowed as credit toward retirement in accordance with the rules and regulations of the retirement board.

When the leave is over, the teacher shall be restored to the position held before the leave started, or to a position of like nature, seniority, status, and pay. The teacher shall be entitled to participate in any other benefits that may be provided for by the school-board rules and regulations.

(Michigan Statutes Annotated. Sec. 15.3572)

MINNESOTA A school board may grant a sabbatical leave with pay to a certified teacher for purposes of professional improvement. A teacher accepting sabbatical leave must agree that at its expiration, he shall return to his position for the period determined by the board before the leave was granted; else he must repay the district the salary received while on sabbatical leave. During the leave, a teacher retains all rights in the employing district as though teaching there.

(Minnesota Statutes Annotated, Education Code. Sec. 125.18)

MISSISSIPPI School districts are authorized to pay from district funds, other than from minimum education program funds, all or part of the salaries of teachers granted leaves for the purpose of special study or training.

(Mississippi Code Annotated. Sec. 6328-28)

NEBRASKA Any school board in a fourth or fifth class school district (Lincoln and Omaha), upon written request, may grant a leave of absence to a permanent teacher for certain specified reasons, including study and professional improvement, subject to such rules and regulations governing leaves of absence as may be adopted by the board.

(Revised Statutes of Nebraska 1943, Reissue of 1958. Sec. 79-1262)

OHIO After completing five years of service, a public-school teacher may, with permission of the school board and the superintendent, be entitled to a leave of absence with part pay for one or two semesters. The teacher must present to the superintendent for approval a plan for professional growth before permission for leave may be granted, and must provide evidence that the plan was followed when the leave is over. The teacher may be required to return to the district for a period of at least one year, unless the teacher has taught in the state for 25 years.

No leave may be granted unless a satisfactory substitute is available. No more than 5 percent of the professional staff of a school board may be granted leave at any one time, nor may the board allow part salary in excess of the difference between the substitute's pay and the teacher's expected pay.

Leave may not be granted for longer than one year, or more often than once for each five years of service; nor may a second leave be granted to the same individual when other staff members have filed requests for leave.

(Page's Ohio Revised Code Annotated. Sec. 3319.131)

PENNSYLVANIA Professional employees or members of supervisory, instructional, or administrative staffs of the public school systems and county boards of education (and commissioned officers of county boards of education) or any other part of the public school system, who have 10 years of satisfactory service, are entitled to a leave of absence for restoration of health, study, or travel, or, at the board's discretion, for other purposes. At least five consecutive years of service must be in the school district from which the leave is sought, unless the board shortens the period. Thereafter, one leave of absence shall be allowed after each seven years of service.

Duration of leave is for one-half or a full school term, or for two one-half school terms during a two-year period, at the option of the person. If leave is requested for illness, however, the leave shall be granted for a period equivalent to a half or full school term, or the equivalent of two half school terms during a two-year period, and if the employee is unable to return to school when the leave expires, on account of illness or physical disability, a further leave for one-half school term or its equivalent shall be granted upon the employee's written request. Where sabbatical leave for a full school term or its equivalent has been granted, and the employee is unable to return to school service because of illness or disability, the school board may extend the leave for such periods as it may determine, but not to exceed one full school term or its equivalent.

Preference for applications for sabbatical leave is to be based on years of service. School districts may not limit sabbatical leaves to less than 10 percent of the number of regularly employed persons in the district eligible for these leaves. Schools with seven or fewer teachers shall be permitted at least one leave of absence each term.

Before leave may be granted, the person must agree to return to the school district for not less than one school term immediately after the leave is over. The person is entitled to be returned to the same position in the same school. The board may waive the requirement that the person return to the district, or to the same position in the same school. If the board does not waive this obligation, and if the employee does not return to school service as required, he waives all the benefits of the statute to which he would have been entitled for the duration of the sabbatical leave.

A person on sabbatical leave shall receive one-half of his regular salary. While on leave, the person is considered to be in full-time daily attendance for purposes of determining length of service and salary increments. Membership and employer and employee contributions in the retirement system continue. But if the employee resigns or fails to return to his employment without waiver by the board, the amount the school board contributed to the retirement fund shall be deducted from the refund payable to the employee.

26 Sabbatical Leave

While on sabbatical leave, a person is not prevented from receiving a grant for further study from any institution of learning.

(Purdon's Pennsylvania Statutes Annotated. Secs. 24-11-1166 to 1171; 24-9-930)

TENNESSEE A provision in the state teacher tenure law states that any teacher on "permanent" or "limited" tenure may, on request, be granted a leave of absence without loss of tenure status, for certain reasons, including educational improvement and recuperation of health.

(Tennessee Code Annotated. Sec. 49-1406)

WASHINGTON School boards may provide for sabbatical leave with pay to persons employed in positions requiring certification qualifications.

A faculty member, instructor, teacher, or other certificated employee who leaves one public school, community college, or school district within the state for employment elsewhere within the state retains the same seniority, leave benefits, and other benefits he had in his previous position. If the unit to which he transfers has a different system of computing such benefits, the employee shall be granted the same seniority, leave benefits, and other benefits as a person in that district who has similar occupational status and total years of service.

(Revised Code of Washington. Sec. 28:58.100 (15))